

FIVE OF THE GRIEVANCE PROCEDURE ARE AVAILABLE TO THE REJECTED EMPLOYEE.

(D) DISCIPLINARY SUSPENSION. (1) THIS SUBSECTION DOES NOT APPLY TO SUSPENSIONS PENDING CHARGES FOR REMOVAL.

(2) ALLEGED INFRACTIONS SHALL BE INVESTIGATED BY THE RESPONSIBLE SUPERVISOR OR ADMINISTRATOR OR HIS DESIGNEE AT THE EARLIEST OPPORTUNITY FOLLOWING KNOWLEDGE OF IT, AND THE INVESTIGATION SHALL BE PROMPTLY COMPLETED. ~~ALL SUSPENSIONS OF EMPLOYEES SHALL BE IMPLEMENTED NOT LATER THAN THE CLOSE OF THE EMPLOYEE'S NEXT SHIFT FOLLOWING THE ALLEGED INFRACTION~~ ALL SUSPENSIONS OF EMPLOYEES SHALL BE IMPLEMENTED WITHIN 3 DAYS OF THE ALLEGED INFRACTION OR KNOWLEDGE OF THE ALLEGED INFRACTION BY THE RESPONSIBLE SUPERVISOR OR ADMINISTRATOR. ALL SUSPENSION DAYS SHALL BE CONSECUTIVE.

(3) THE EMPLOYEE OR HIS DESIGNATED REPRESENTATIVE MAY SUBMIT A WRITTEN APPEAL ON A DISCIPLINARY SUSPENSION TO THE ~~CAMPUS DIRECTOR OF PERSONNEL, THE DESIGNATED REPRESENTATIVE OF THE~~ CHANCELLOR, OR HIS DESIGNATED REPRESENTATIVE WITHIN 5 DAYS OF NOTIFICATION OF THE SUSPENSION, OR THE EMPLOYEE OR HIS DESIGNATED REPRESENTATIVE MAY APPEAL THE SUSPENSION WITHIN 3 DAYS OF NOTIFICATION OF THE SUSPENSION TO THE DEPARTMENT HEAD OR CHAIRMAN. THE DEPARTMENT HEAD OR CHAIRMAN SHALL HEAR THE CASE WITHIN 3 DAYS FROM THE RECEIPT OF THE WRITTEN APPEAL. IF THE APPEAL IS UNHEARD OR UNANSWERED AS A RESULT OF MANAGEMENT DELAY, THE EMPLOYEE SHALL BE REINSTATED WITH FULL BACK PAY.

(4) IF THE EMPLOYEE CHOOSES TO APPEAL TO THE DEPARTMENT HEAD OR CHAIRMAN, ANY FURTHER APPEALS SHALL PROCEED THROUGH STEPS ONE THREE TO FIVE IN ~~SECTION 57 § 13-1A-03~~ WITHIN THE PRESCRIBED TIME LIMITS.

59 13-1A-06.

(A) IN CASES OF APPEAL TO AN ARBITRATOR, EACH PARTY IS RESPONSIBLE FOR ANY EXPENSE INCURRED IN THE PREPARATION AND PRESENTATION OF ITS OWN CASE AND FOR ANY RECORD OR TRANSCRIPT IT MAY DESIRE.

(B) IF TIME IS SPENT IN HANDLING GRIEVANCES BY AN EMPLOYEE AND HIS REPRESENTATIVE AND IF THE REPRESENTATIVE IS A UNIVERSITY EMPLOYEE, THE TIME IS WITH FULL PAY AT THE BASIC STRAIGHT TIME WAGE OR SALARY RATE FOR SCHEDULED WORK TIME SPENT DURING THE REGULAR WORK DAY OR SHIFT. PAID TIME IS NOT ALLOWED FOR TIME SPENT IN GRIEVANCE HANDLING OUTSIDE OF THE REGULAR SHIFT. UPON THE FORMAL OR INFORMAL INITIATION OF A GRIEVANCE, ONE EMPLOYEE MAY BE DESIGNATED AS GRIEVANCE PROCEDURE REPRESENTATIVE AND HE MAY NOT SUFFER ANY LOSS OF PAY FOR INVESTIGATING, PROCESSING, OR TESTIFYING IN ANY STEP OF THE GRIEVANCE PROCEDURE.

(C) SIMILAR GRIEVANCES MAY BE CONSOLIDATED AND PROCESSED TOGETHER AS A SINGLE ISSUE. WHERE A NUMBER OF INDIVIDUAL GRIEVANCES HAVE BEEN REDUCED INTO A SINGLE